

Importance-Agreement Rating

City of Fort Lauderdale

Core Area : Working Environment

AREA

Top Short-Term Priorities

Employee treated with respect by senior management
Work unit is free from hostility

Other Areas

Racial/ethnic discrimination is a problem in work unit*
Employee treated with respect by immediate supervisor
Gender discrimination is a problem in work unity*
Employee treated with respect by co-workers
Age discrimination is a problem in work unit*
Sexual harassment is a problem in work unit*

Most
Important
%
Most
Important
Rank
Agreement/
Disagree* %
Agreement/
(Disagree*)
Rank

Importance-
Agreement
Rating
I-A Rating
Rank

28%	1	58%	7	0.1176	1
22%	2	51%	8	0.1078	2
15%	4	67%	6	0.0495	3
17%	3	73%	4	0.0459	4
10%	5	69%	5	0.0310	5
7%	6	77%	2	0.0161	6
5%	7	76%	3	0.0120	7
3%	8	82%	1	0.0054	8

*The percentage of employees who DISAGREED with the statement (ratings of 1 or 2) was used for the determination of the IA Rating for NEGATIVE Work Environment Factors

Note: The I-A Rating is calculated by multiplying the "Most Important" % by (1-'Agreement' %)

Most Important %:

The "Most Important" percentage represents the sum of the first and second most important responses for each item. Respondents were asked to identify the items they thought should receive the most emphasis over the next two years.

Agreement %:

The "Agreement" percentage represents the sum of the ratings "4" and "5" excluding 'not apply' ratings. Respondents ranked their level of agreement with each of the items on a scale of 1 to 5 with "5" being strongly agree and "1" being strongly disagree.